

JOB ADVERTISEMENT



WEST AFRICAN INSTITUTE FOR FINANCIAL AND ECONOMIC MANAGEMENT (WAIFEM)

The West African Institute for Financial and Economic Management (WAIFEM) is a premier sub-regional capacity-building institution established in 1996 by the Central Banks of The Gambia, Ghana, Liberia, Nigeria, and Sierra Leone. Headquartered at the Central Bank of Nigeria Learning Centre in Lagos, WAIFEM is mandated to build sustainable human and institutional capacities for effective macroeconomic management, public debt and financial sector management, and sound economic governance across its member countries.

Over the years, WAIFEM has become a centre of excellence in West Africa, delivering high-quality training, technical assistance, and applied research to central banks, ministries of finance, and other public sector institutions. The Institute plays a pivotal role in supporting economic integration, fostering policy harmonization, and promoting financial and fiscal resilience in the sub-region.

We seek a suitably qualified candidate to fill the under-mentioned vacancy:

DIRECTOR, DEBT MANAGEMENT, FISCAL POLICY, & REGIONAL INTEGRATION DEPARTMENT

A) Job Description and Key Responsibilities

- II. **Strategic Leadership and Planning**
 - a. Report directly to the Director-General and contribute to WAIFEM's overall strategic direction.
 - b. Lead the planning, coordination, and execution of high-impact training, technical assistance, and applied research programmes in debt management, fiscal policy, public financial management, and regional integration.
 - c. Spearhead the development and periodic review of the Department's strategic and operational plans in alignment with WAIFEM's mandate and regional priorities.
- III. **Programme Design and Delivery**
 - a. Coordinate and conduct capacity-building activities, including courses, workshops, and seminars on debt management (including recording and reporting), fiscal sustainability, trade statistics, and regional integration.
 - b. Lead the implementation of the **Debt Management Fellows Scheme** and the **Capacity Building Programme for Regional Experts** in debt and fiscal management.
 - c. Oversee development of customized training responses to country-specific needs and reforms, especially in support of ECOWAS regional integration efforts.
- IIII. **Policy Analysis and Research**
 - o Design and supervise policy research, publications, and analytical briefs on sovereign debt, fiscal trends, debt sustainability analysis, and regional economic integration.
 - o Provide expert insights to inform ECOWAS and member countries' strategies for macroeconomic stability, debt management, and trade integration.
 - o Monitor and report on regional debt relief progress, international capital flows, and emerging fiscal challenges across member countries.

B). Qualification and Experience

1. Academic Qualifications

- o A postgraduate degree in Economics, Finance, Public Policy, or a closely related field is required.
- o A doctorate (PhD) in a relevant discipline will be a strong advantage.

2. Professional Experience

- A minimum of **six (6) years** of progressively responsible experience at the senior management level (Director or Deputy Director) in the areas of fiscal policy, public debt management, or regional economic integration.
- Demonstrated expertise in at least **four** of the following technical areas:
 - Debt Sustainability Analysis (DSA)
 - Medium-Term Debt Management Strategy (MTDS)
 - Debt recording, monitoring, and disbursement practices
 - Debt negotiation and rescheduling techniques
 - Debt relief frameworks, including HIPC and MDRI
 - ECOWAS and WAMZ regional integration matters
 - Engagement with bi-national commissions and African Union programmes
 - Operational procedures and financial instruments of international development finance institutions

3. Macroeconomic Competence

- Strong understanding of macroeconomic policy issues, fiscal governance, and sovereign debt management in developing and emerging market economies.

4. Institutional Experience

- Prior experience working in a bilateral or multilateral development institution is highly desirable.
- Engagement with national or international training and capacity-building institutions will be an added advantage.

5. Training and Capacity Development

- Proven experience in designing, delivering, and evaluating training and technical assistance programmes in relevant thematic areas.
- Ability to transfer knowledge and technical skills to programme managers and policymakers.

6. Leadership and Interpersonal Skills

- Demonstrated ability to work effectively in multicultural, team-based environments.
- Strong leadership, strategic thinking, and collaborative skills.

7. Communication and Technology Proficiency

- Excellent written and oral communication skills in English (French language skills will be an asset).
- High proficiency in the use of standard office software, including spreadsheets, word processors, and presentation tools.

8. Nationality & Age Limit

- Applicants must be Nigerian and **not be more than 58 years** old at the time of application

TERMS OF CONTRACT

Four-year contract renewable on satisfactory performance.

REMUNERATION

The remuneration package is competitive.

APPLICATION

Applications with detailed CVs and the names of three referees should be submitted by July 27, 2025.

The Director General
West African Institute for Financial
and Economic Management (WAIFEM)
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